



RIA Garrison Continuous Improvement in Safety Performance FY 2006

**RIA Garrison Safety Office
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Briefing Agenda

- ✓ **Program Justification**
- ✓ **What is the CISP Program**
- ✓ **The Intent of the CISP Program**
- ✓ **The CISP Process**
- ✓ **Action Plans**
- ✓ **Expectations of the CISP Program**
- ✓ **Safety Metrics**
- ✓ **Safety Performance Profile**
- ✓ **Accident Investigations**
- ✓ **Cost Avoidance**
- ✓ **Cost Per Employee**



Program Justification



- ✓ **Analysis of FY 1992 to FY 1995 concluded that:**
 - **No significant improvements in incident rates.**
 - ▢ **Majority of injury experiences were of the more serious type (Lost Time, OSHA Recordable).**
 - ▢ **Associated Costs (Medical, COP, Compensation, etc.) would continue to increase.**
- ✓ **Analysis showed the need to refocus on:**
 - ▢ **Accountability for Accident Prevention.**
 - ▢ **Development of Accident Prevention Strategies.**
 - ▢ **Increasing Safety Awareness.**
 - ▢ **Increasing Employee Involvement.**
 - ▢ **Setting Safety Performance Goals and Objectives.**

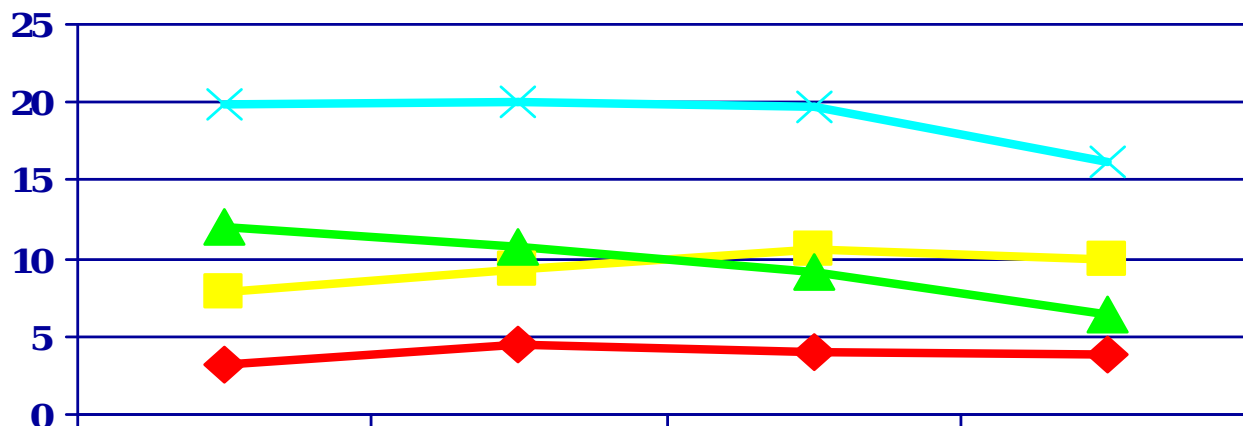


Program Justification



ROCK ISLAND ARSENAL SAFETY PERFORMANCE INDICATORS FY92 - FY95

INCIDENT RATE



	FY92	FY93	FY94	FY95
◆ LOST TIME	3.26	4.49	3.94	3.84
■ OSHA RECORDABLE	7.85	9.34	10.62	9.86
▲ FIRST-AID	12.02	10.71	9.08	6.39
× TOTAL INCIDENT	19.87	20.05	19.70	16.25



What is the CISP Program



- ✓ **Concept: Continuous Improvement**
- ✓ **Approach: Structured and Disciplined**
 - **Command Support**
 - **Setting Safety Performance Goals**
 - **Identifies Major Problem Areas**
 - **Action Planning**
 - **Accountability for Results**
- ✓ **Results: Continuous Improvement in Safety Performance**



The Intent of the CISP Program



- ✓ Establishes reasonable, attainable, and measurable safety performance goals at Directorate and Division levels.
- ✓ Improves Safety Performance by strengthening accident prevention strategies, before and after the fact.
- ✓ The development of Action Plans that specify objectives to meet specific performance goals and defines and assigns accountability for results at all employee levels, management and labor, alike.
- ✓ Continuous Improvement in Safety Performance.



The CISP Process



- ✓ **Preview Previous Years Safety Performance**
- ✓ **Garrison Manager Establishes Goals for FY**
 - **Incident Rates**
 - ▢ **Associated Costs (Medical, COP, Compensation, etc.)**
- ✓ **Development of Safety Performance Profiles**
 - ▢ **Directorate / Division / Offices**
- ✓ **Conduct Briefing of Safety Performance Profiles**
 - ▢ **Detailed Analysis of Previous Years Incidents**



The CISP Process



- ✓ **Directorate / Division / Offices Assign Accountability for Goals**
 - Incident Rates / Special Initiatives
- ✓ **Implement the Action Plan**
- ✓ **Monitor and Evaluate Progress of Action Plan**
 - ▢ Compliance with Implementation
 - ▢ Assess Safety Performance
 - ▢ Make Necessary Adjustments
- ✓ **Reporting Results**
 - ▢ Quarterly Reviews with Garrison Manager / Director
 - ▢ Safety Office provides Monthly Safety Performance Updates



Action Plans



- ✓ **Directorate / Division Actions Plans:**
 - **Injury / Illness Incident Rates are compatible with Garrison Manager's Goals and Objectives.**
 - **Who will be accountable / responsible for implementing the action plan.**
 - **What objectives will be implemented to address problem areas.**
 - **When the objectives will be implemented.**
 - **How the objectives will be measured and monitored to evaluate progress and effectiveness.**
- ✓ **Safety Office will conduct periodic reviews of Action Plans.**



Expectations of the CISP Program

- ✓ **Continuous Improvement in Safety Performance**
 - Fewer Employees Injured and Less Severely
 - Reduced Incident Rates
- ✓ **Reduced Current and Future Associated Costs (Medical, COP, Compensation, etc.)**
 - Positive Impact on Profitability
 - Compensation Cost Avoidance
- ✓ **Increased Accountability for Accident Prevention**
 - Intervention at the Right Level



Expectations of the CISP Program



- ✓ **Ability to Successfully Benchmark Against World-Class Organizations**
 - **Lost Time Frequency Rates Less Than 1**
- ✓ **Increased Productivity and Overall Efficiency**
 - **Improved Reputation**
 - **Increased Competitive Posture**
- ✓ **Reduces Possible Audits from Other Agencies**
 - **OSHA**
- ✓ **Increased Employee Morale**



Definitions



- ✓ **Lost Time Injury:** A work related injury or illness involving one or more full days away from work beyond the date of occurrence.
- ✓ **OSHA Recordable Injury:** All work related injuries and illnesses, and those injuries that result in loss of consciousness, lost workdays (days away from work and/or restricted activity), transfer to another job, or require medical treatment beyond simple first-aid.



Definitions



- ✓ **First-Aid Injury:** Any injury one-time treatment and subsequent observation of minor scratches, cuts, burns, splinters, and so forth, that do not ordinarily require medical treatment.
- ✓ **Severity Rate:** The number of lost workdays away from work per 200,000 hours worked.



Safety Metrics



Frequency Rates

Calculating Frequency Rates:

Frequency Rate = (Number of Incidents) x (200,000 Hours)*

Number of Exposure Hours

*** 200,000 Hours = (100 persons) x (2000 Hours) or 1 Man Year**

Example:

RIAG FY 2006

**Total Incident Rate (RIAG) = (23) x (200,000 Hours)
598,032.4**



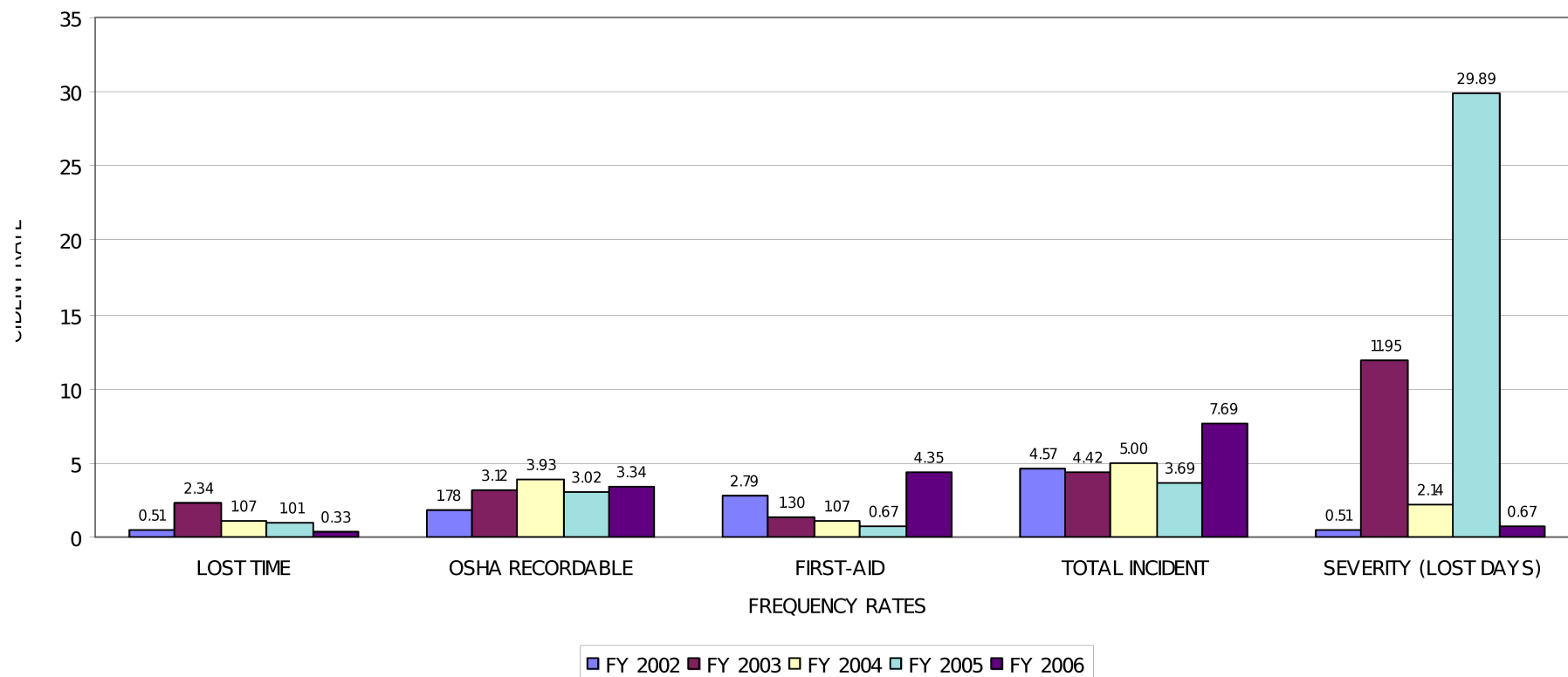
5-Year Profile

<u>CASES</u>	<u>FY 2002</u>	<u>FY 2003</u>	<u>FY 2004</u>	<u>FY 2005</u>	<u>FY 2006</u>
LOST TIME	2	9	3	3	1
OSHA RECORDABLE	7	12	11	9	10
FIRST-AID	11	5	3	2	13
TOTAL	18	17	14	11	23
LOST WORKDAYS	2	46	6	89	2
 HOURS OF EXPOSURE	 788,298.0	 770,017.5	 560,242.1	 595,504.9	 598,032.4

<u>FREQUENCY RATES</u>	<u>FY 2002</u>	<u>FY 2003</u>	<u>FY 2004</u>	<u>FY 2005</u>	<u>FY 2006</u>
LOST TIME	0.51	2.34	1.07	1.01	0.33
OSHA RECORDABLE	1.78	3.12	3.93	3.02	3.34
FIRST-AID	2.79	1.30	1.07	0.67	4.35
TOTAL INCIDENT	4.57	4.42	5.00	3.69	7.69
SEVERITY (LOST DAYS)	0.51	11.95	2.14	29.89	0.67



RIA-USAG
SAFETY PERFORMANCE INDICATORS
FY 2002 - FY 2006





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**MEASURES OF
OUR FAILURES
AFTER THE FACT**

**PREMISE: TO BE ABLE TO
MANAGE SOMETHING YOU
NEED TO HAVE A
MEASUREMENT SYSTEM**

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FATALITY

**LOST
WORKDAY
CASE**

**OSHA
RECORDABLE
CASE**

FIRST-AID CASE

NEAR - MISS

**PROPERTY
DAMAGE**

BEHAVIOR

TRAINING

SAMPLING

REWARDS

ENFORCEMENT

**FEEDBACK
SYSTEMS**

SAFE PRACTICES

GOAL SETTING

INVOLVEMENT



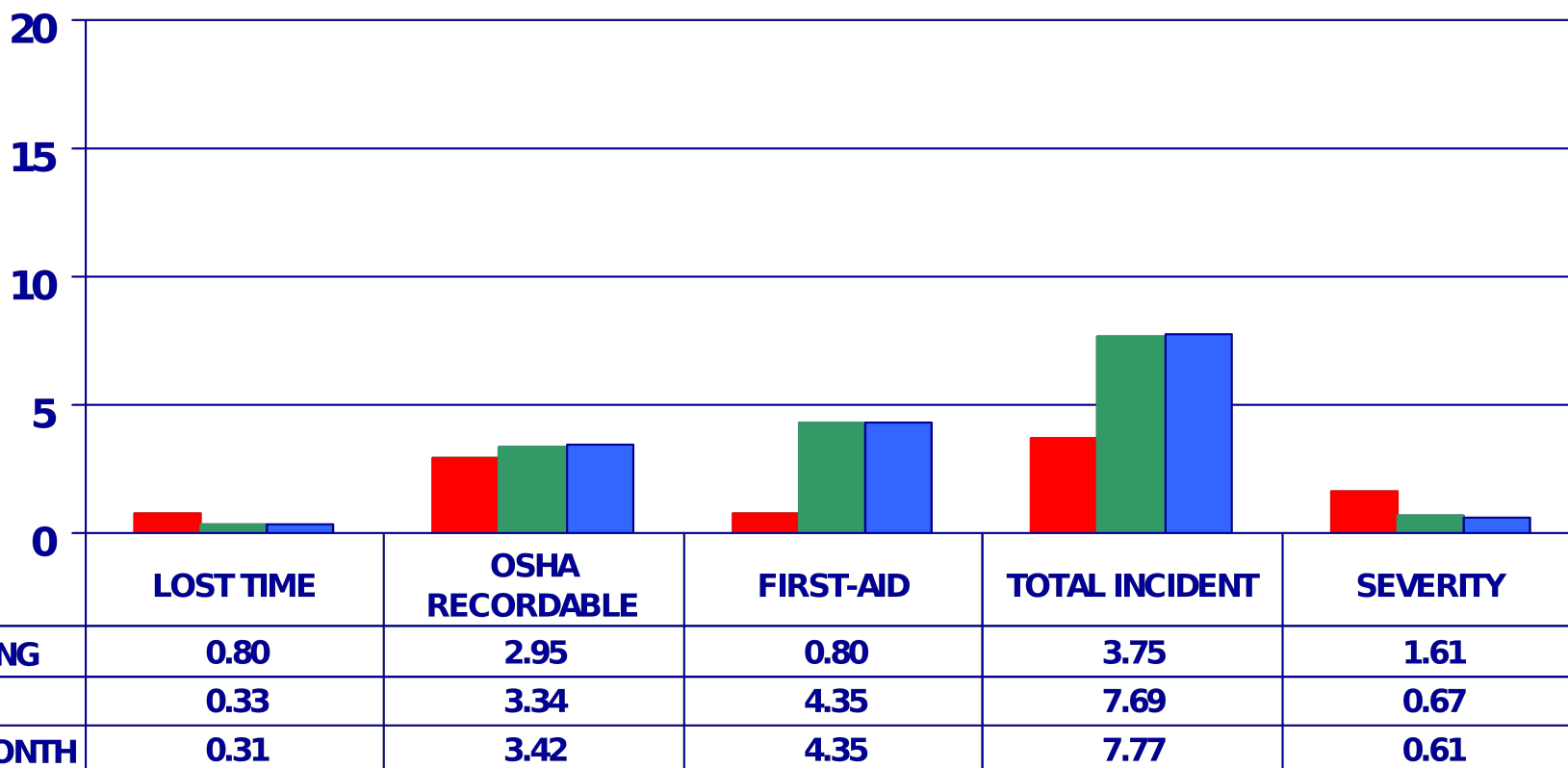
Cases by Office Symbol

RIAG FY 2006

<u>DESCRIPTION</u>	<u>COST CENTER</u>	<u>LOST TIME</u>	<u>OSHA RECORDABLE</u>	<u>FIRST-AID</u>	<u>TOTAL INCIDENT</u>	<u>LOST DAYS</u>
<u>RIA GARRISON</u>	01000-17100	1	10	13	23	2
GM	01000	0	0	0	0	0
CF	02000-02650	0	1	3	4	0
GC	03000	0	0	0	0	0
IA	04000	0	0	0	0	0
EO	06000	0	0	0	0	0
SF	07000	0	0	0	0	0
RG	11000	0	0	0	0	0
PW	13000-13410	0	3	4	7	0
FP	15000-15300	1	6	5	11	2
IT	17000-17100	0	0	1	1	0



RIA GARRISON SAFETY PERFORMANCE CEILING vs YTD vs 12 MONTH AVERAGE FY 2006





Safety Performance Profile



Safety Performance



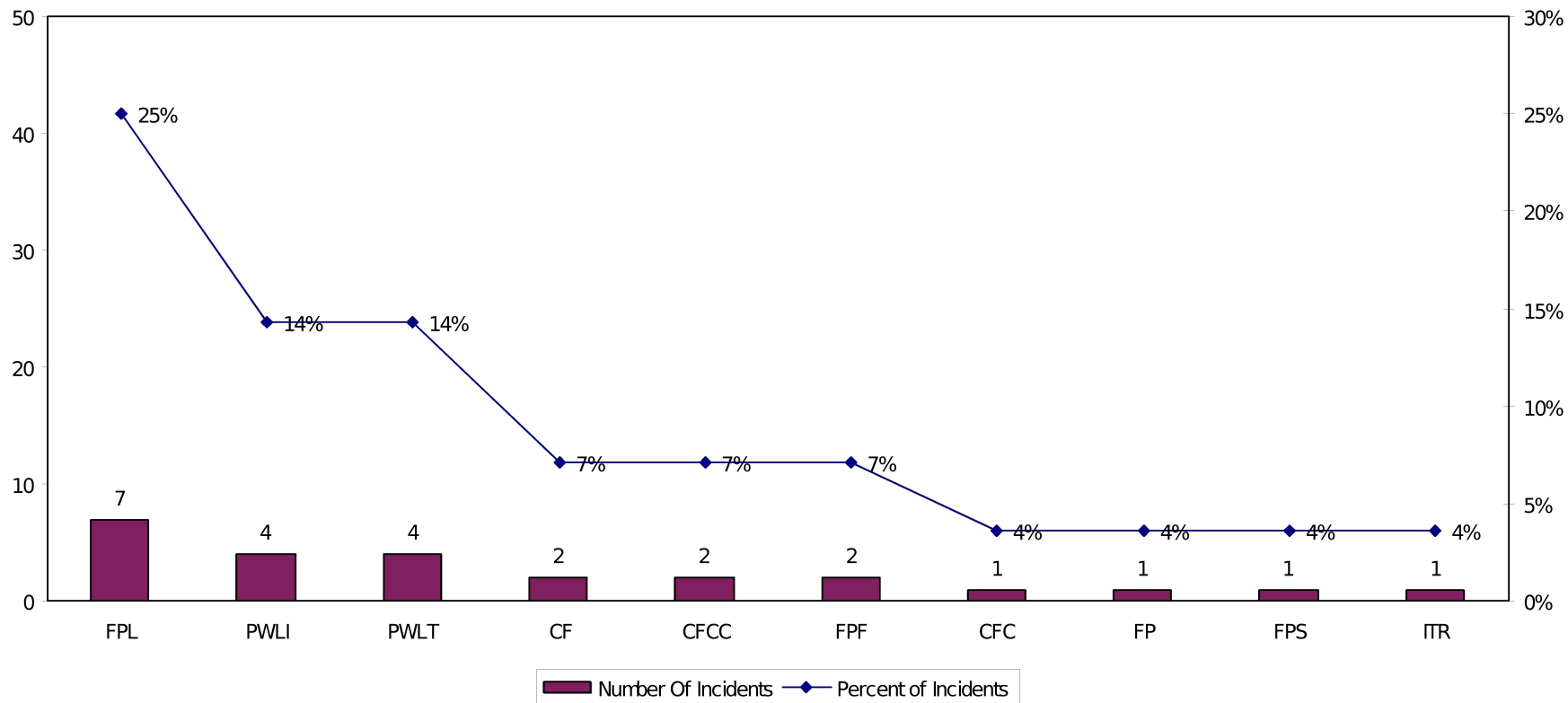
✓ **RIAG Safety Performance Profile**

□ **Analysis by Top 10:**

- **Cost Centers**
- **Job Titles**
- **General Activity**
- **Causes of Incidents**
- **Nature of Injury**
- **Body Parts**
- **Injury Sources**
- **General Location**
- **Time of Day**

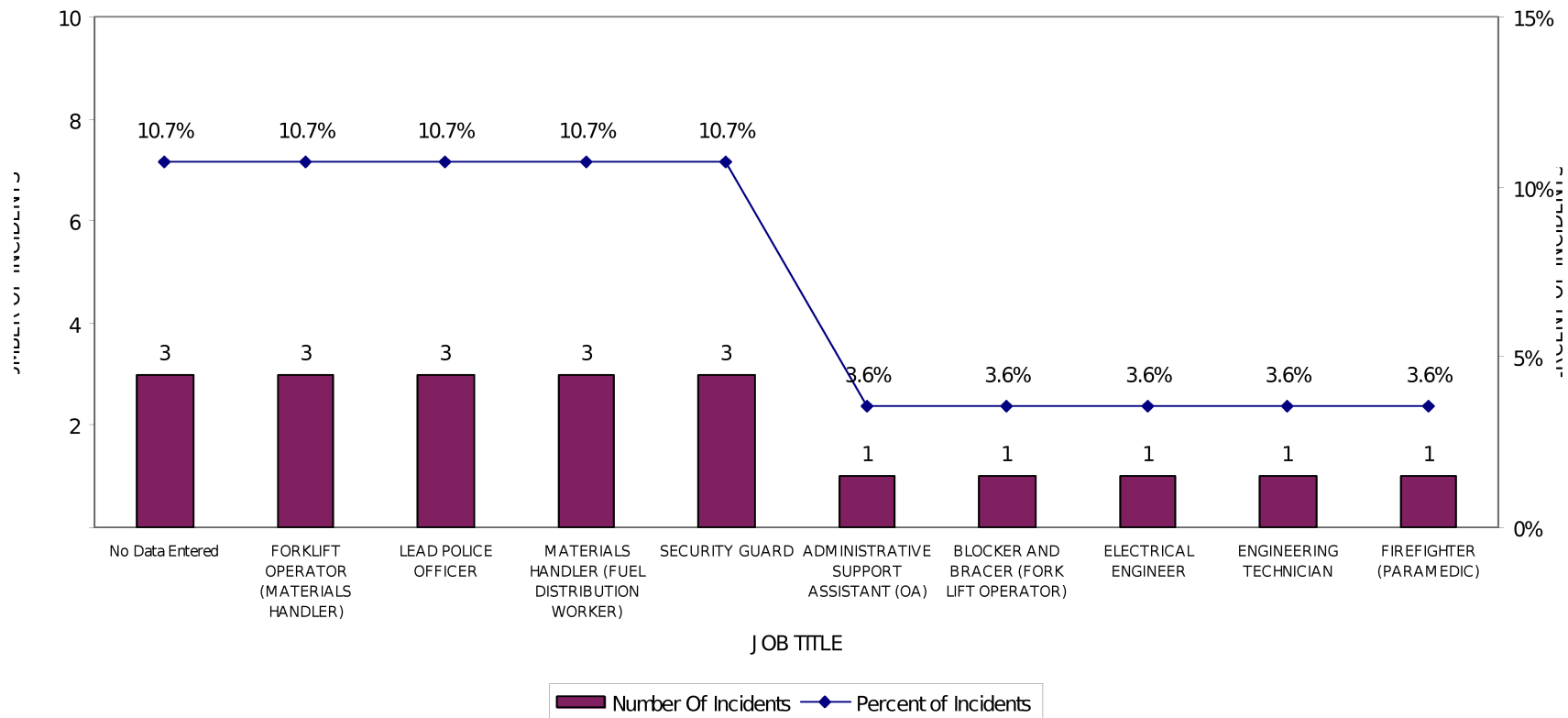


RIA-USAG
TOTAL INCIDENTS BY COST CENTER
FY 2006



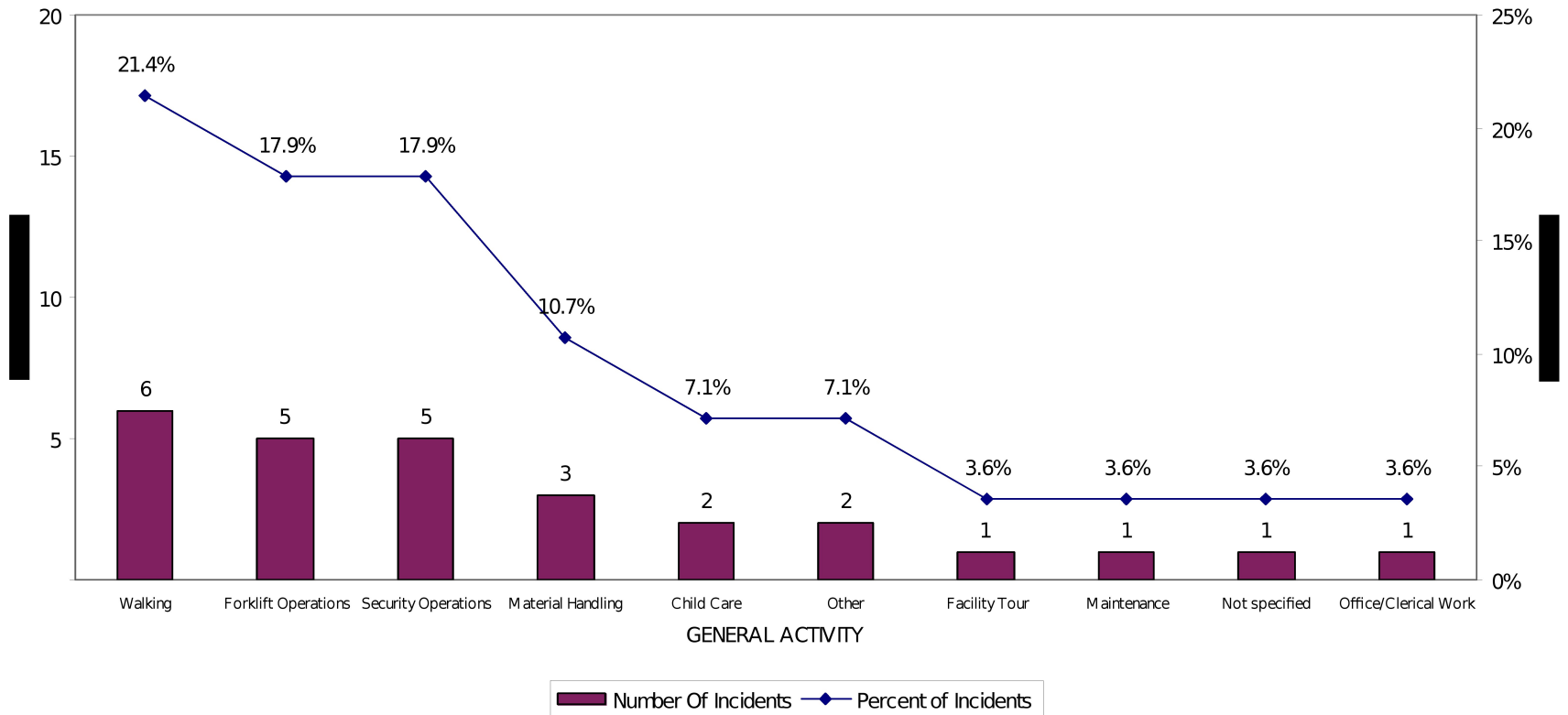


RIA-USAG TOTAL INCIDENTS BY TOP 10 JOB TITLES FY 2006



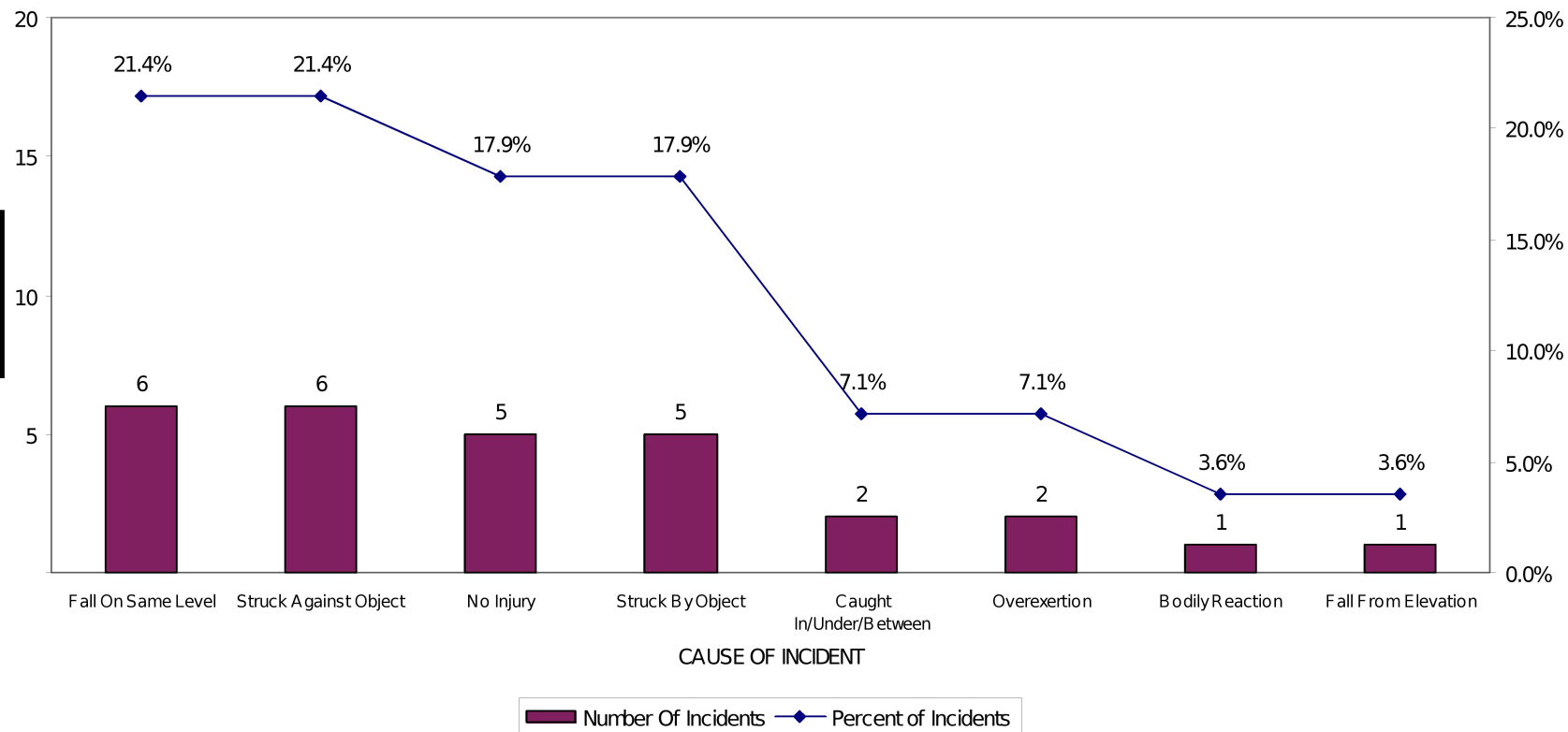


RIA-USAG
TOTAL INCIDENTS BY TOP 10 GENERAL ACTIVITY
FY 2006



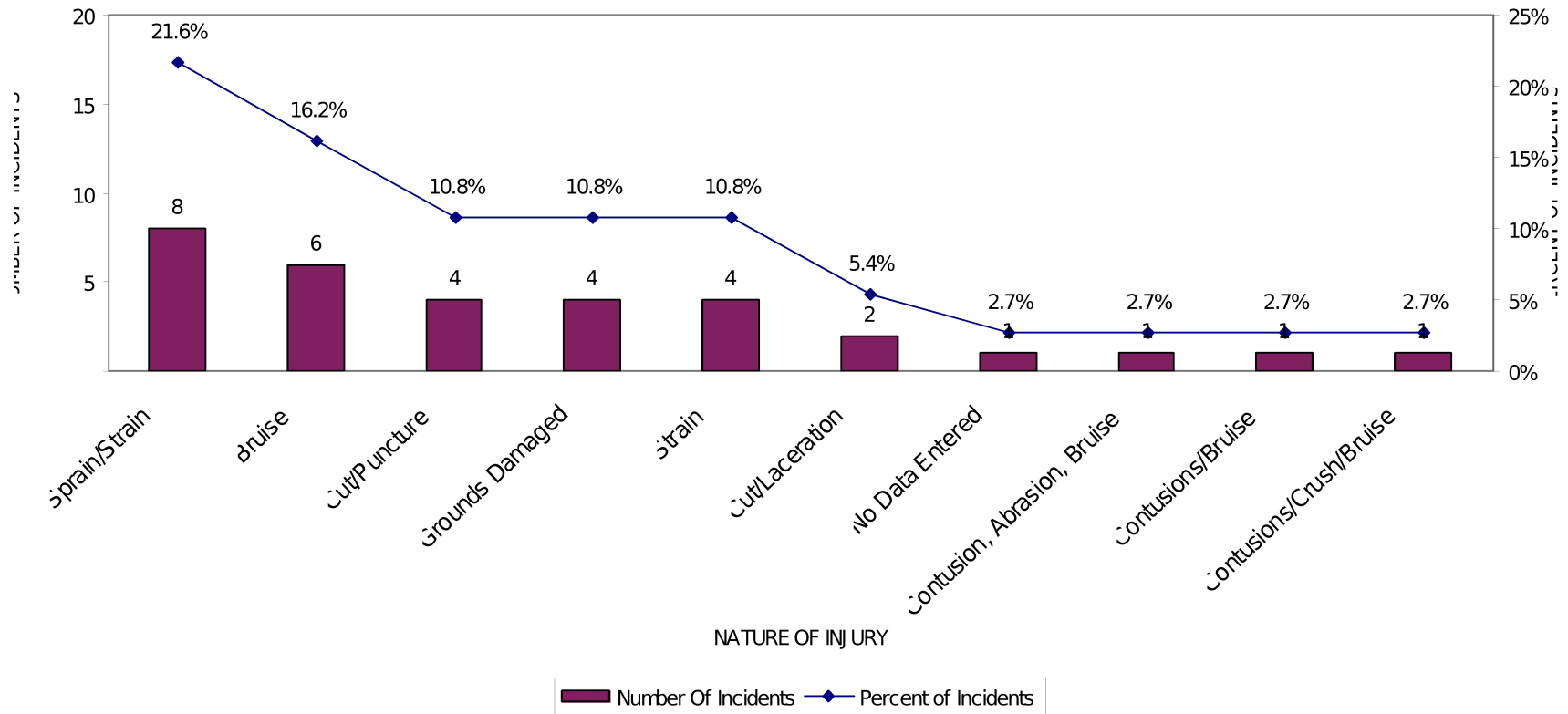


RIA-USAG
TOTAL INCIDENTS BY TOP CAUSES OF ACCIDENTS
FY 2006



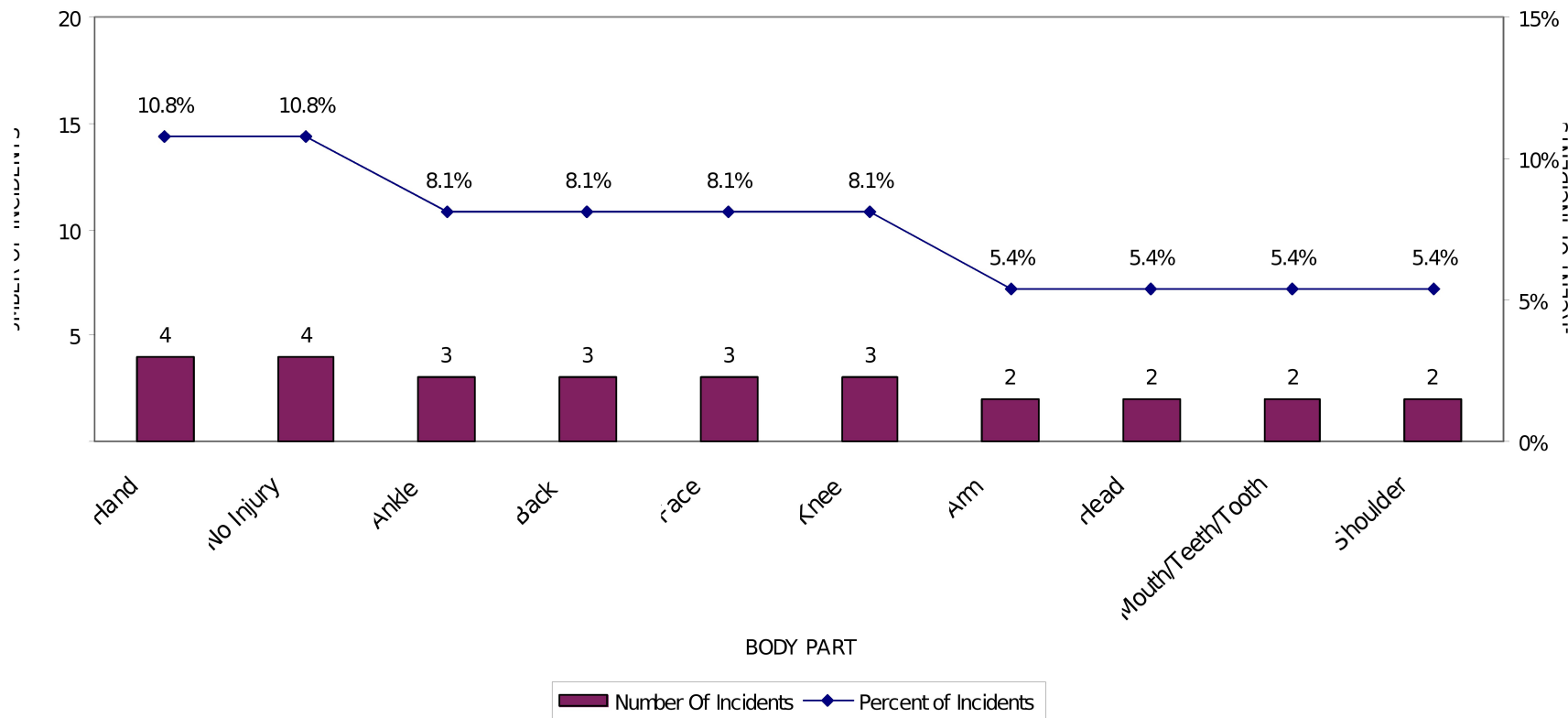


RIA-USAG
TOTAL INCIDENTS BY TOP 10 NATURE OF INJURY
FY 2006



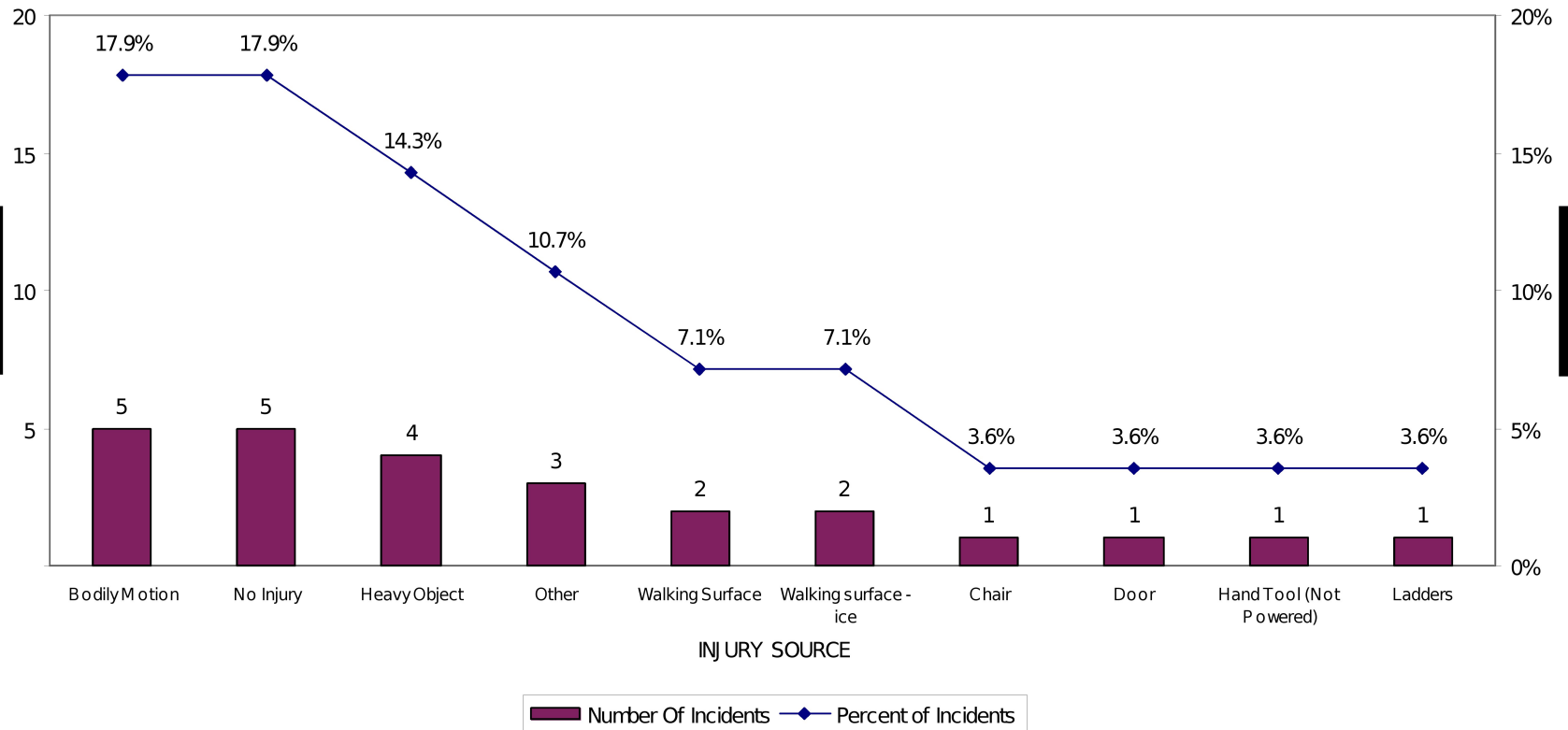


RIA-USAG
TOTAL INCIDENTS BY TOP 10 BODY PARTS
FY 2006



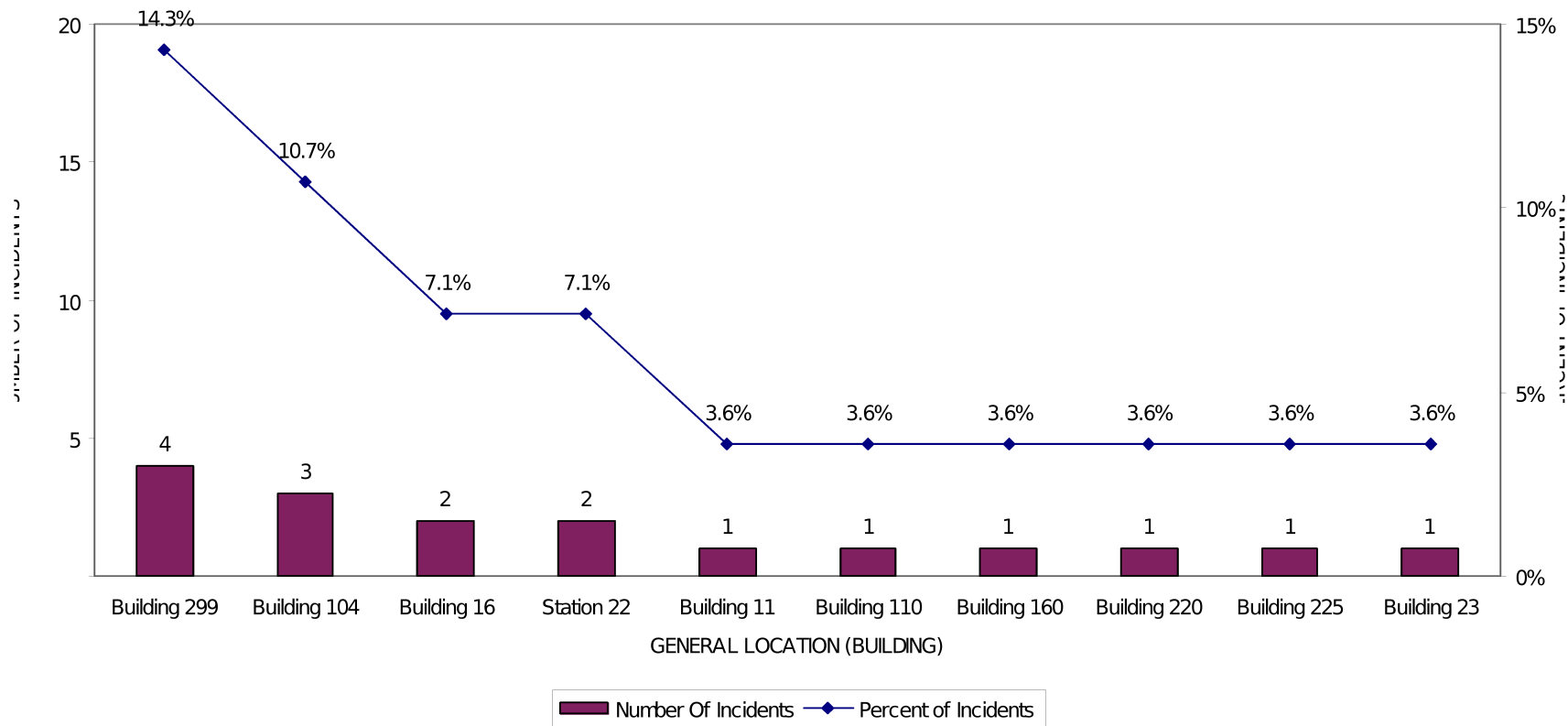


RIA-USAG
TOTAL INCIDENTS BY TOP 10 INJURY SOURCES
FY 2006



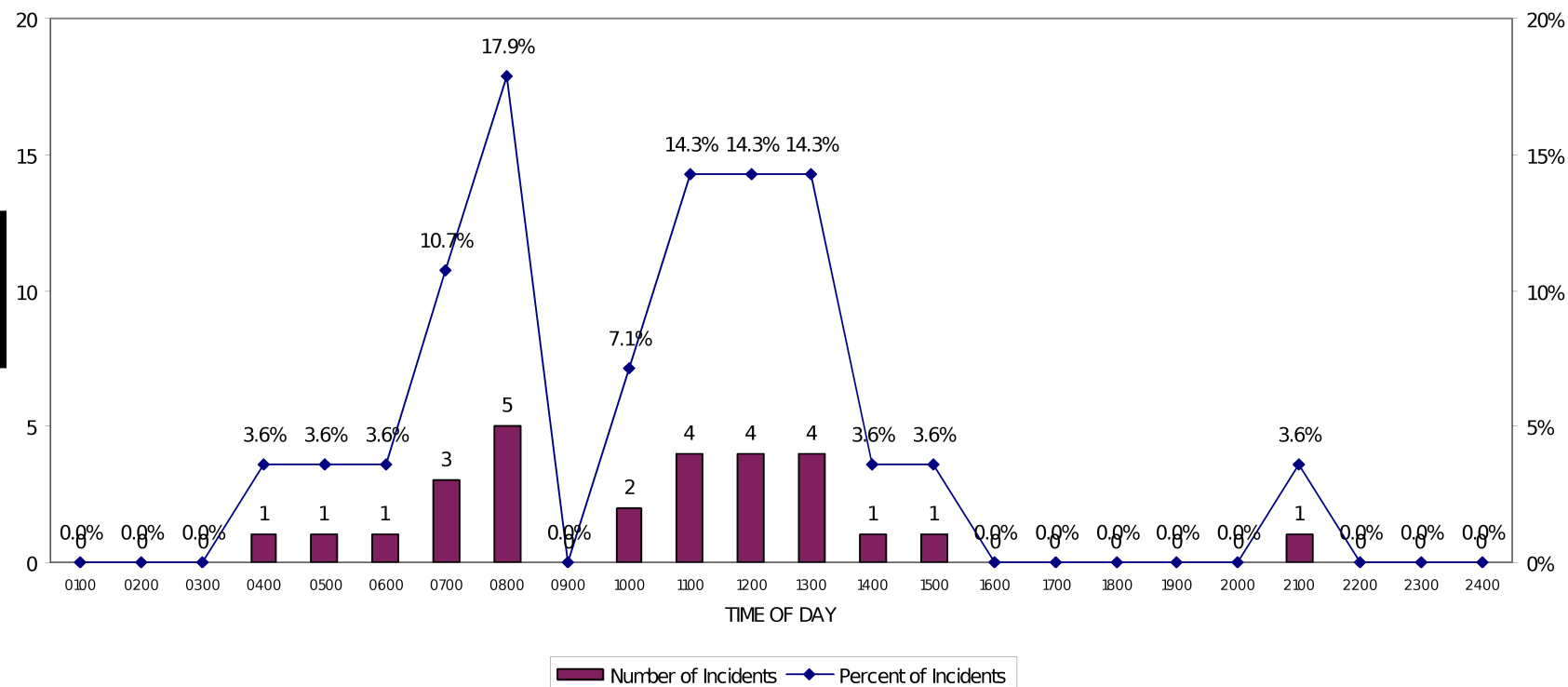


RIA-USAG
TOTAL INCIDENTS BY TOP 10 GENERAL LOCATION
FY 2006





RIA-USAG
TOTAL INCIDENTS BY TIME OF DAY
FY 2006





Accident Investigation

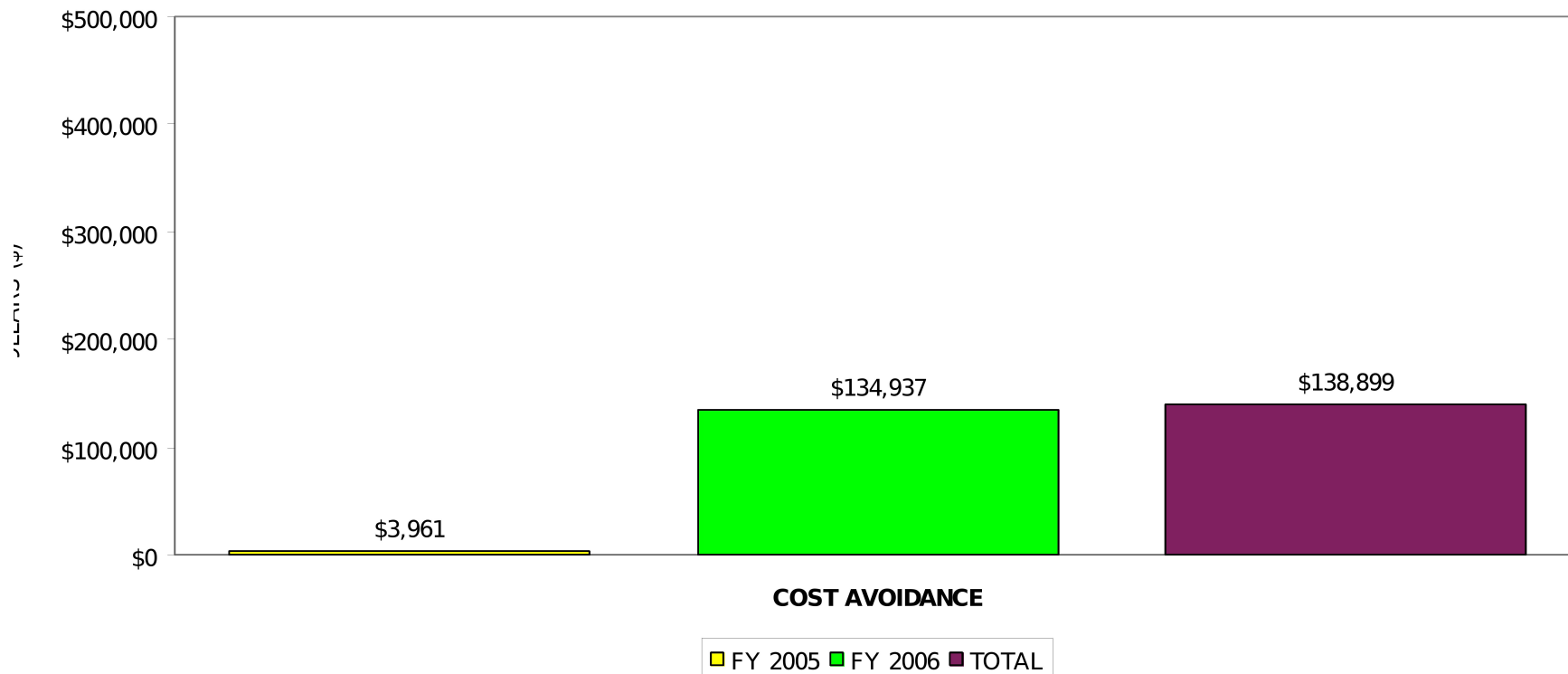


- ✓ **Garrison Manager Sets Policy on Conducting Accident Investigations.**
 - **All policies are formal and written.**
 - ▢ **Accidents are reported within 2 hours of the occurrence.**
 - ▢ **Accidents are investigated within 72 hours of the occurrence.**
 - ▢ **Safety After Accident Review (SAAR) Accident Investigation Report is completed for incident and forwarded to RIA Garrison Safety Office within 5 days of occurrence.**
 - ▢ **RIA Form 385-9 Employee Dispensary and Status Form, shall be completed for all incidents requiring treatment at RIA Health Clinic.**
- "All accidents, no matter how minor they appear, shall be reported and investigated according to established policies and procedures."**



Cost Avoidance

RIA-USAG
SAFETY PERFORMANCE INDICATOR
COST AVOIDANCE
FY 2005 - FY 2006





Cost Per Employee

RIA-USAG
SAFETY PERFORMANCE INDICATOR
COST PER NUMBER OF EMPLOYEES
FY 2004 - FY 2006

